

RESEARCH PAPER SUBJECT: Participative Culture: Impact on Organizational Colleague Commitment and Productivity

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Multiple challenges confront healthcare leaders, making it difficult to maintain a competitive advantage. Leadership and organizational culture are two important explanatory constructs influencing organizational performance. High performance and colleague commitment are increasingly important factors associated with success of an organization. Healthcare organizations must have a strategic plan to ensure a foundation of highly committed and productive colleagues. The purpose of this descriptive correlational study is to explore the relationship between organizational participative culture perceptions and colleague commitment and productivity. A convenience sample of 100 nurses from a small community hospital will be recruited. An online survey will be conducted using an 18-item questionnaire designed to measure organizational climate. Commitment and productivity will be measured with employee customer service scores, one yes or no question to the participants about having ever made a significant medical error, Maslach's Burnout Inventory, and Ross and Hulin's Turnover Intentions Scale. Study results will provide information about the correlation between organizational culture perceptions and commitment and productivity. Healthcare leaders may be able to use this information in strategic planning to enhance colleague commitment and productivity and to improve quality of care.